

**JOINT MEETING OF CAREER AND TECHNICAL BOARD OF TRUSTEES  
AND CAREER AND TECHNICAL EDUCATION TRUST**

**Minutes of Meeting held on Friday, September 18, 2015, at 9:00 a.m., Providence Career and Technical Academy, Providence, Rhode Island**

The joint meeting of the Career and Technical Board of Trustees (“Board of Trustees”) and the Career and Technical Education Trust (“CTE Trust”) was called to order at 9:00 a.m.

**Members and Attendees:**

The following members of the Board of Trustees were present: Bob Baldwin, Bill Bryan, Shannon Carroll, Victoria Gailliard-Garrick, Michael Grey, Raymond Johnson, Al Lubrano, Bill McCourt, Jeannine Nota-Masse, Stephen Osborn, Commissioner Jim Purcell/Designee, and Kathie Shields.

The following members of the Board of Trustees were absent: Tim Byrne, Peter Petrarca, Commerce Secretary Stefan Pryor.

The following members of the CTE Trust were present: Lisa Bisaccia, Maura Dunn, Brenna Force, Bill McCourt, and Martin Trueb.

The following members of the CTE Trust were absent: Stephanie Federico, John Gregory, Commerce Secretary Stefan Pryor, and David Rampone.

**Acceptance of the Agenda for Today’s Meeting:**

Upon motion and seconded, it was unanimously  
**VOTED: To accept the agenda for the meeting.**

**Acceptance of the Meeting Minutes for the July 28, 2015 Joint Meeting:**

Upon motion and seconded, it was unanimously  
**VOTED: To approve the July 28, 2015 joint meeting minutes.**

**Report of the Chair of the Board of Trustees and President of the CTE Trust:**

Mr. Lubrano and Ms. Bisaccia met with Commissioner Wagner and discussed the goal of better connecting employers with career and technical education programs, as well as the Board and Trust’s plan to start with a specific set of industries and prove their results before focusing on additional industries. The Commissioner will receive an update once the work products are more complete.

The subcommittees’ work is progressing. The subcommittees will focus on the definitions for entry level job skills and credentials, then will identify the barriers that career and technical education schools face.

Mr. Osborn stated that there are barriers for schools, and RIDE is committed to a long-term solution to remove those barriers.

Ms. Bisaccia stated that we are not ignoring barriers; it is a matter of sequencing—we want the subcommittees to create plans first, then we will define the barriers.

Mr. Grey stated that many barriers are legislative, and as we uncover barriers, we may need to engage the legislators because we may need them to implement changes to certain laws.

Mr. Lubrano stated that we should look to the Governor's office to guide the Board and Trust with regard to legislative issues.

### **Discussion of the Progress of the Construction Priority Sector Subcommittee:**

Mr. Baldwin assembled a committee of people in the construction industry. They conducted a telephone poll of 121 graduates of all nine construction programs. In grades 9-12, there are currently 374 students in construction programs. PCTA has 169 students in construction, which is the highest enrollment. The school has the ability to enroll 300 students, because it has a week-about program.

The subcommittee broke into teams, which were assigned to sectors of the construction industry (ex: carpentry, roofing, plumbing, HVAC, electrical, etc.). They do not want to find out that other states are doing better—they want to set the bar and find the highest levels taught in other states. Germany is the competition. Career and technical schools are at the bottom in the United States, but in other countries, enrolling in them is a high honor. The subcommittee will start working on the standards at their next meeting.

Mr. Trueb stated that we need to show students and parents that career and technical education is a good opportunity.

Mr. Lubrano stated that this is so exciting, because we can take this work and show students the end game—high-paying jobs—and use it as a marketing tool so parents change their minds.

Mr. Baldwin stated that the challenge to the Board and Trust is when we look at the sectors, we cannot lower the bar. He wants Rhode Island to set the bar. If Germany and South Korea can do it, so can Rhode Island.

### **Discussion of the Progress of the Manufacturing Priority Sector Subcommittee:**

Mr. McCourt stated that the subcommittee was working with the Rhode Island Manufacturing Institute (MAKE RI), which focuses on manufacturing careers in Rhode Island. The subcommittee enlisted an advisory board of industry representatives. The challenge in the manufacturing sector is that there is only one program in Rhode Island—the machine tech program at Davies—and there are about 50 students in the program (grades 9-12 combined). There is no program in another state to copy, because the program does not exist. Thus, the subcommittee has a clean slate and can create a model for other states to use. The subcommittee

is looking at the ACT career readiness certificate program and seeks to leverage national resources. There is a lot of work that needs to be done, and the subcommittee wants to set the bar high.

Seat time is going to be an issue. The subcommittee is working on developing a program with electives and the option to focus on specialties.

Mr. Johnson wants to know where the 12 students who graduated from the Davies program are employed.

Ms. Gailliard-Garrick stated that most of the students obtained jobs at manufacturing companies in Rhode Island.

Mr. McCourt stated that career and technical education is not about not going to college. Students still can go to college. He is meeting with manufacturers and letting them know that the program will be producing skilled laborers who cannot be paid a starting salary at minimum wage.

Mr. Lubrano stated that the average manufacturing wage for a mid-level employee is about \$76,000. The employers are looking for someone who can learn quickly, not someone who is fully trained.

Mr. Grey asked whether there are benchmarks for how many students should be in manufacturing programs.

Mr. McCourt stated that there were 41,600 manufacturing jobs in Rhode Island last month, according to statistics from the Rhode Island Department of Labor and Training. Almost ten percent of the workforce is in manufacturing. A lot of people will be reaching retirement age soon.

Mr. Lubrano asked about the role of the environment in manufacturing.

Mr. McCourt stated that right now there is an optional green production certification.

#### **Discussion of the Progress of the Health Careers Priority Sector Subcommittee:**

Ms. Nota-Masse stated that it is hard to strike a balance between an extremely vigorous program and well-rounded students. Students will pick a program in grades six or eight. She is concerned about turning away from education and focusing on jobs. We need to be cognizant of students with IEPs or ESL students. There are probably over 500 students in health career programs throughout the state. Many are in CNA programs, which could be ramped up. The subcommittee worked on five career pathways and drafted standards.

If we are preparing students with an option to go to college, there are many additional requirements. Students change and if we put them in too restricted of a pathway, we will take

away their option for secondary education. She wants to make sure that we are giving students options.

### **Discussion of RIDE's Participation in the Career Readiness Initiative:**

Mr. Osborn talked about RIDE's participation in the Career Readiness Initiative (CRI). The Council of Chief State School Officers (CCSSO) launched the CRI. A task force of educators, business leaders, and others made recommendations and detailed what was successful in other states. Rhode Island will receive one-on-one coaching support, monthly webinars, and field visits and will share work, experts, and financial expenses with other states.

There are three key recommendations:

1. The need for states to engage business leaders as partners.
2. The need to prepare students for work and post-secondary education, which is not an "either-or" scenario.
3. States must hold high schools accountable for career readiness (schools currently are held accountable for state testing scores).

The first cross-state meeting is on September 30, 2015. In November 2015, the state implementation plans will be completed. In December 2015, the implementation phase begins. In 2016, the states will continue to implement and regularly report progress.

Ms. Dunn state that we need to focus on basic skills. Students need to be able to do basic math and understand the machines.

Mr. Baldwin stated that career and technical education and college are not exclusive. There is no reason for the standards to be lower for career and technical education students.

Mr. Lubrano stated that the goal is to have students go to a career or to college.

Mr. Trueb stated that many students do not finish college or do not graduate with an attractive degree.

Mr. Baldwin stated that the Rhode Island Builders' Association has an annual home show in the spring. Career and technical education schools build projects to be displayed. PCTA built a house without a roof. Warwick built displays with National Grid Energy Star. The Rhode Island Builders' Association committed \$25,000 and is bringing in not just construction, but also design sectors. National Grid is on board with regard to the Energy Star components. There are labor shortages in construction. He thinks that the Board should have a booth at the show to start changing parents' minds.

Mr. Lubrano likes the idea and thinks it could be the start of our marketing campaign.

Mr. McCourt stated that the second annual manufacturing career awareness expo is on September 30, 2015 at Rhodes on the Pawtuxet, where 30-40 companies will explain products. There will be a robotics competition. He will send around information.

Upon motion and seconded, the Board of Trustees and CTE Trust unanimously voted to adjourn.

Respectfully Submitted,

Brenna A. Force  
Secretary, CTE Trust